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sciousness, or there for physical nature, is a question not yet put.”³ And he sums up by saying that the *point* of the pure experience theory is that any experience (not simply that of the new born babe) is in itself innocent of the “inner” or “outer” quality. The “inner-outer” distinction has to do with a classification made for a specific purpose and need. If we do not have the purpose, we do not classify; the distinction is irrelevant. In present language, in itself *any* experience is neutral. Consequently neutrality is not a matter of a peculiar stuff or distinctive element. This position seems to me as sound as appeal to the hypothetical experience of the new born babe is trivial or misleading. Such “purity” as the latter possesses is something to outgrow as rapidly as the baby in fact does outgrow it. It is not something to which to appeal as philosophically enlightening, much less as a philosophical norm or standard.

I venture to add that the contemporary conception of neutral entities as in themselves a particular kind of being seems to be derivable from a combination of this notion of James (which, as he pointed out, was influenced by Mach) with one obtained by an excursion of Münsterberg into the epistemology of psychology. In his article on “Psychological Atomism” he held that distinguishable sensations are molecules as it were of which the elementary atoms are not distinguishable, but which have to be assumed to satisfy certain scientific requirements.⁴ Mr. Münsterberg assumed indeed that these “inexperientable” psychical atoms were radically different from physical atoms. But bring the pure and neutral sensation of the infant (taken from James) to bear upon these elements which determine the material and processes of our complex experience (according to Münsterberg) and you get something extraordinarily like the neutral entities out of which, according to Holt, physical and mental entities are both built up.

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REVIEWS AND ABSTRACTS OF LITERATURE

Le Système Taylor et la physiologie du travail professionnel. J.-M. LAHY. Paris: Masson & Cie. 1916. Pp. vi + 196.

This volume was printed over two years since, its appearance being delayed by the war until the present, with the *reprise quasi-normale de la vie*. The Taylor system is considered not simply or chiefly as a means of increasing the factory output, but in its broader relations to the community. It is found weak on the psychophysio-

³ *Radical Empiricism*, p. 145.

⁴ *Psychological Review*, Vol. VII., pp. 1-17.

logical side, and to have taken an inadequate view of its mental, not to say moral, involvements; a criticism that comes the more aptly from the French after the events of the past thirty months. In the details of method, the measurements of efficiency in work, insufficient account is taken or credit given to methods developed, notably by Marey, before those chiefly associated with the names of Taylor and Gilbreth. A short chapter formulates the concept of professional selection, but does not pretend to elaborate it. The wage-scale policies of Taylor, Halsey, and Rowan are compared, the last being the most favorably judged, the first the least. The ideas of Taylor have their chief application to gross motor performances such as are being, and will be more and more, replaced by machinery. They do not fit the higher grade, more distinctly manual operations. (In this connection may be noted a remark attributed to a British engineer, that in two more years of war, it will be possible to build a battleship from "keel to aerial" by woman labor.) The question of fatigue has been insufficiently dealt with. A system thus calculated for over-production may make a temporary increase in the output of the worker, only to be more than compensated by hastened senescence, and increased susceptibility to disease. The author suggests two measures of the *state* of fatigue, simple reaction time and blood pressure, giving a small body of observations with each. A short discussion assigns to laboratory measurements a rôle distinctly subordinate to that of measurements in actual factory performance. But the movement analyses on which the system is based are fallacious because they eliminate necessary rest periods; measurements of total time (*chronométrage global*) are the more scientific because they take proper account of these mental factors. The system values the man for nothing but the price of his product. Its tendency is actually and deliberately to lower the standard of labor employed (pp. 177-178).

The system is then indicted not on the score of immediate commercial value, but for its social significance. Under color of immediate increase in earning capacity, the system undermines the worker's physique and morale. Great industrial organizations have other essential functions than turning out their maximum of manufactured products. The restraint that marks the volume's language, often, one feels, under much provocation, does not lessen the effectiveness of this interesting and thoughtful contribution to economic sociology.

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